

# Policy

<b>Department: Human Resources</b>		<b>Subject: Integrated Accessibility Standards Regulations (IASR) Policy</b>	<b>Policy #: HR-328</b>
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## Purpose

This policy is intended to meet the requirements of the Integrated Accessibility Standards Regulations set forth under the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”), as they apply to McDougall Energy Inc. (“McDougall”).

## Our Statement of Commitment

McDougall is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. McDougall strives to meet the needs of people with disabilities by preventing and removing barriers to accessibility and meeting accessibility requirements under the AODA. Where it is not possible to remove barriers, McDougall will make efforts to accommodate persons with disabilities in a timely, effective and suitable manner.

## Policy

### 1. Accessibility plans

McDougall will establish a multi-year accessibility plan outlining its strategy to prevent and remove barriers and meet its applicable requirements under the IASR. McDougall will review and update this plan once every five years.

McDougall will review annually the progress of measures taken to implement its strategy.

### 2. Information and Communications

When providing information to, or communicating with, a person with a disability, we will endeavor to provide the information and communication in a manner that takes into account the person’s disability.

### 3. Employment Standards

McDougall will ensure that our policies and protocol eliminates barriers in recruitment and career development for people with disabilities.

### 4. Training

McDougall will provide training to employees on the requirements of accessibility standards and on the Ontario Human Rights Code as it pertains to persons with disabilities.

### 5. Self-service kiosks

McDougall will have regard for accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.

McDougall’s policies will be developed to meet the requirements under IASR.

## Definitions

**Barrier:** anything that prevents a person with a disability from fully participating in one or more aspects of society, including a physical barrier, information or communications barrier, attitudinal barrier, technological barrier, policy or practice.

**Standard:** according to the AODA, sets out what a person or organization must do to achieve accessibility for persons with disabilities to whom the standard applies.

**Communication supports:** may include, but are not limited to, large print, recorded audio and electronic formats, Braille and other formats usable by persons with disabilities.

**Disability:** according to the Ontario Human Rights Code, as referenced by AODA, means:

- Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device
- A condition of mental impairment or a developmental disability
- A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language
- A mental disorder
- An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997

(Disabilities may differ in severity, may be visible, invisible, and have effects which may come and go).

**Kiosk:** means an interactive electronic terminal, including a point of sale device, intended for public use.